



## Accepting ONLINE APPLICATIONS ONLY for the position of: **FIREFIGHTER-PARAMEDIC (LATERAL)**

APPLICATIONS MUST BE RECEIVED BY 5:00 PM ON FRIDAY, JULY 31, 2015.

Please visit: [www.eugene-or.gov/jobs](http://www.eugene-or.gov/jobs) (select Current Job Openings) for additional information and to apply.

If you would like to be considered for the entry-level process as well,  
you must submit a separate application through the entry-level posting.

The purpose of this recruitment is to create a list to fill current and potential vacancies for Eugene Springfield Fire. To be considered for hire, applicants must meet the requirements outlined below and successfully pass each step of the hiring process. It is anticipated that January 4, 2016 will be the hire date for a lateral group. A single eligibility list will be established for use by both the City of Eugene and City of Springfield. Using the eligibility list, management will determine which candidates are selected for each City. Candidates will not have an option to select which City they receive an offer from.

**Salary:** \$53,393-\$72,924 (steps 1-6 of the salary range). Placement in the salary range will be based on qualifications and experience. A highly qualified and experienced lateral may be placed above step 2; the current salary for step 3 is \$60,160. Once PERS eligible the employee's contribution of 6% is withheld from the employee's paycheck and sent by the City to PERS on the employee's behalf.

Note: Additional details related to each City's certification pay, PERS, or other additional pays can be found in their respective labor agreements (links below), however the Cities and Union are currently in negotiations to move toward a single union contract.

[City of Eugene](#)

[City of Springfield](#)

### Experience and Training

Three years full-time equivalent, paid experience as a Firefighter-Paramedic or Paramedic, including at least two years as a paid Firefighter-Paramedic. A high school diploma or GED. An Associate's degree in Fire Science, Paramedic Technology, or related field preferred.

### License or Certificates:

- Oregon Paramedic License required by hire date of January 4, 2016. National Registry Paramedics or Paramedics registered in another state must meet the State of Oregon Paramedic requirements and are responsible for applying for reciprocity to ensure they have an Oregon Paramedic license by January 4, 2016. You can view reciprocity information via the [State of Oregon Public Health web-site](#). A provisional license would not meet this requirement.
- NFPA Firefighter II or equivalent.\*
- HazMat Operations level certification or equivalent.\*
- Wildland Firefighter Type II (FFT2) or equivalent.\*
- Valid Oregon driver's license or, the ability to obtain by date of hire; **must pass driving records check** and, if hired, maintain a driving record that meets the City's standard. *Oregon law requires that an out-of-state license holder must obtain a valid Oregon license (with appropriate endorsements) within 30 days of becoming domiciled in the state (ORS 803.355).*

*\*Must have ability to provide DPSST with required documentation in order to comply with DPSST expectations found in [OAR 259-009-0062](#).*

## SELECTION PROCESS

The dates listed below may be subject to change as the selection process progresses. *Applicants will be notified of exact times, dates, and location for each component of testing, if eligible.* Please make sure your e-mail address is current and accurate because a number of notifications and invitations will be sent via e-mail.

### **APPLICATION SCREENING—Early August, 2015**

Applications and Supplemental Questions will be evaluated to determine which candidates will be invited on to interviews.

### **PRE-EMPLOYMENT BACKGROUND—Early August, 2015.**

Your pre-employment background form will be evaluated prior to the selection for interviews. Applicants may be eliminated based on their driving record or criminal convictions. Driving issues that may be considered: At-fault accidents, major violation (example: DUI, Hit and Run), numerous moving violations or a combination of the above during the last five years.

Conviction history will be considered on a case-by-case basis. Typically the nature of the crime, time elapsed since the crime, and the nature of the position are factors that may be considered. The requirements set by the Department of Public Safety Standards and Training (DPSST) will also be considered. For more information around DPSST requirements you can view [OAR 259-009-0070](#). A more involved background investigation is performed after the interview process in order to further comply with DPSST requirements related to background investigations.

### **INTERVIEW PROCESS—August 19-26, 2015**

The top applicants will be invited to participate in a comprehensive interview process. The process may include job-simulation exercises and an interview designed to elicit the applicant's relevant skills and abilities for the job. Applicants must also pass the CPAT or provide a CPAT card/certification as instructed in the CPAT information section in order to participate in the interview process.

### **CANDIDATE PHYSICAL ABILITIES TEST (CPAT)—August 19, 2015**

The CPAT is designed to measure the job-related physical characteristics of strength, agility, and stamina required of a Firefighter-Paramedic. [Click this link to view the CPAT preparation guide.](#) If a candidate has a CPAT card, Eugene Springfield Fire will only accept cards that were issued since March 1, 2015 by a [licensed agency](#). If you have a card that was issued before that time, you will need to take the CPAT with our agency or obtain a more recent card.

### **CPAT ORIENTATION/PRACTICE SESSIONS**

As time allows during the sessions below, we will also try to accommodate timed sessions during each practice session. Important Note: If you successfully complete the CPAT test during one of the timed practice sessions your results will stand for the remainder of this hiring process and you will not be required to complete the test on August 19, 2015 if invited to continue in the selection process.

#### **Session Date & Time**

Thursday, August 6, 2015 at 8:30am

Friday, August 7, 2015 at 8:30am

**CPAT Testing Location:** Report to Fire & EMS Headquarters, 1705 West 2nd Avenue, Eugene, Oregon (2nd & Chambers). You will receive additional instruction when you arrive.

### **OTHER SELECTION CRITERIA**

Finalists who successfully complete the screening process, CPAT, and interview process may continue on to a background investigation based on the business needs of the departments. Candidates selected to move forward after background investigations will then undergo a psychological assessment prior to the establishment of the final eligibility list.

### **FINALISTS SELECTED FOR IMMEDIATE HIRE OFF OF THE ELIBIGIBILITY LIST WILL BE REQUIRED TO UNDERGO AND SUCCESSFULLY PASS A COMPLETE PRE-EMPLOYMENT PHYSICAL EXAMINATION PRIOR TO A FINAL OFFER OF EMPLOYMENT.**

This examination will be conducted at department expense by the hiring City's physician, with one component being a drug test which will include testing for any amount of marijuana, among other drugs. Candidates who test positive will be disqualified.

**Representation:**

Employees in this classification are represented by International Association of Fire Fighters (IAFF) and their salaries are subject to a monthly payroll deduction after 31 days of employment.

**Benefits:**

A full range of benefits, including holidays, vacation, sick leave, retirement benefit, life insurance, and health, dental, and vision benefits are available. Once PERS eligible the employee's contribution comes out of the employee's paycheck and is not paid by the employer.

[City of Eugene](#)

[City of Springfield](#)

**Eugene and Springfield at a Glance**

Eugene is Oregon's second largest city, which lies nestled on the southern end of Oregon's fertile Willamette Valley. Eugene is home to more than 157,986 people. It covers 43.7 square miles, with the Willamette River running through the heart of the community, and the McKenzie River to the north of the city. The elevation is 430 feet above sea level.

Eugene is the seat of Lane County, which extends from the Cascade Mountains, 75 miles east of Eugene, to the Pacific Ocean, 50 to the west. Eugene is also the home to the University of Oregon with more than 24,000 students, and is touted as the world's greatest city of the arts and outdoors.

Springfield is separated from Eugene primarily by Interstate 5, and was named after a natural spring located in a field or prairie within the current city boundaries. Springfield is home to more than 59,869 people. It covers 15.7 square miles, with the McKenzie River passing by the city's northern limits, and is surrounded by filbert (hazelnut) orchards. The elevation is 454 feet above sea level.

The Eugene-Springfield Metropolitan area offers its residents an outstanding quality of life, featuring a wide variety of cultural and recreational opportunities.

The City of Eugene and City of Springfield strive to create a work environment that values the cultural, educational, and life experience background of each employee. Our goals are to have a workforce that reflects the diversity found in the community, and effectively create a positive environment that values diversity and encourages inclusion, and in turn, enhances our ability to understand and respond to a wide variety of service needs. Fluency in a language in addition to English is desirable.

Building on a cooperative automatic aid model referred to as the 3-Battalion system, and based on a 2009 consulting firm report, as well as in-depth internal analysis, the Eugene and Springfield Departments have merged to become Eugene Springfield Fire.

The combined departments operate from 16 fire stations between the two cities (including one at the Eugene Airport), and deploy 12 engines (including three "quint"-type hybrid vehicles), three trucks, seven ambulances (and an additional two with the Rural Metro Ambulance public/private partnership), and various other special-purpose apparatus.

The combined departments employ 270 sworn and 45 civilian personnel, and provide fire service to a population of approximately 238,325 for an incorporated area (including contract districts) of approximately 92.9 square miles, as well as ambulance service to a population of approximately 285,392 for an incorporated area of approximately 1,960 square miles.

During 2013, the combined departments responded to more than 31,240 calls for service.

**To learn more about each city please see their respective websites:**

[City of Eugene](#)

[City of Springfield](#)